

Ellis Zemlak

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SUMMARY

Experienced HR Manager with 10+ years focusing on Tech. Known for people development.

CORE SKILLS

Talent

Onboarding • Sourcing • Recruitment

Operations

Benefits Administration

People Practices

L&D

Compliance

Workplace Investigations • Diversity & Inclusion • GDPR

EXPERIENCE

HR Business Partner — Runolfsson and Sons (Sep 2016 - Jun 2021)

- Led recruitment for 121 roles across EMEA/US, reducing time-to-hire by 32%.
- Implemented a performance review program which improved engagement scores by 20 points.

People Operations Manager — Aufderhar Group (Oct 2022 - Oct 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Led recruitment for 183 roles across EMEA/US, reducing time-to-hire by 35%.
- Managed complex employee relations issues and maintained compliance with local employment law.

ACADEMIC BACKGROUND

B.A. Business Administration, Rippin Group College (2023)

CERTIFICATIONS

- SHRM-CP
- CIPD Level 5/7